B0088-2 – Employee Salary Comparative Analysis Report

* Filter on:

Variable Entry

Available Variants: [ ] [▼] Save | Save As... | Delete   Show Variable Personalization

General Variables

	Variable ⇕	Current Selection	Description
*	Organizational Unit	+20000000(0ORGU🗗	20000000 State of North Carolina
*	Calendar Month/Year (Single Valu	03/2011 🗗	MAR 2011
	Employee(s) PersNo. (Optional)	🗗	
	Job Family(s) (Optional)	🗗	
	Job Branch(s) (Optional)	🗗	
	Job(s) (Optional)	🗗	

*Report **(Standard)**

Emp Pay Type	Emp Pay Area	Emp Pay Group	Emp Pay Level	Emp GR Range Ref.	Job	Employee Name	Cal Mth/Yr Employee
Banded	Career Banding	30001234	J	NA	Technology Analyst	BURNS, GEORGE	11111111
Banded	Career Banding	30005678	CB	NA	Technology Specialist	HOPE, BOB	22222222
Graded	Annual Salaries	GR82	82	+MP	Deputy	CROSBY, BING	33333333
Graded	Annual Salaries	GR84	84	+MP	Exec Secretary	WAYNE, JOHN	44444444
T-Grade	Annual Salaries	TG81	81	+MP	General Counsel	GRANT, CARY	55555555
T-Grade	Annual Salaries	TG82	82	-MP	Director	ASTAIRE, FRED	66666666

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*Report Continued…

Cal Mth/Yr	March 2011	March 2011	March 2011	March 2011	March 2011	March 2011	March 2011
Employee	Emp Annual Salary	Emp FTE Annual Salary	Emp / Job Ref. Salary	Emp Mkt Index	Job Min Pay	Job Max Pay	Emp Count
11111111	45,000.00	45,000	54,260	0.83	31,100	72,665	1
22222222	76,960.00	76,960	88,593	0.87	50,000	114,837	1
33333333	97,483.00	97,483	85,241	1.14	63,695	106,787	1
44444444	114,255.00	114,255	93,633	1.22	69,860	117,406	1
55555555	88,787.00	88,787	81,416	1.09	60,964	101,867	1
66666666	78,635.00	78,635	85,241	0.92	63,695	106,787	1

* Initial Selection Criteria

▾ Columns
- Cal Mth/Yr
- Key Figures

▾ Rows
- Country
- ESG CAP
- Emp Pay Type
- Emp Pay Area
- Emp Pay Group
- Emp Pay Level
- Emp GR Range Ref.
- Job
- Employee Name
- Employee

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* Additional Selection Criteria

▾ Free characteristics
- Agency Hire Date
- Age Range
- Education Lvl
- Employee Group
- Employee Subgroup
- Ethnic Origin
- Gender
- Hourly Pay Indicator
- Job Branch
- Job Family
- Length of Service
- Org Unit
- Original Hire Date
- Personnel Area
- Position

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Notes:

- The Position can be pulled from the Free Characteristics into the report

- If Position is Banded or Graded (from Table 510) or related to a job that is Banded or Graded (from Table 510) then the Employee Pay level and Employee Grade range reference will be '*NA*'

- If a position is related to a job that is a Flat Rate from (T710 or T510) then the Employee Pay level and Employee Grade range reference will be '*FR*'

- If the Position is related to a Job that is a Graded/ T-Grade or X-Grade job then the following logic applies:
  Employee Pay level –Last two digits of the Grade from the Pay Grade field

- Employee Grade Range Reference- "0"- Annual Salary < Lower limit of the Pay Grade level

  > "MIN" – Annual Salary = Lower limit of the Pay Grade level
  > "-MP"- Annual Salary < Mid Point of the Pay Grade Level
  > "MP"- Annual Salary = Mid Point of the Pay Grade Level
  > "+MP"- Annual Salary > Mid Point of the Pay Grade Level
  > "MAX"- Annual Salary = Upper limit of the Pay Grade level
  > "Z"- Annual Salary > Upper limit of the Pay Grade Level

- Job Market Index = Average Employee Salary/ Employee Job Reference Salary

- For non-banded jobs, Reference Salary comes from Job. For banded jobs, Reference Salary comes from Employee.

- This report contains information on the planned compensation information for a job and compares it to the employee's salary. You can use Free Characteristics to add additional data to the report.

- 'Columns' shows the field selections that are displayed on the report.

- 'Free Characteristics' shows the additional field selections that can be dragged and dropped in and out of the report.

- This report lets you view actions by month.